

rational basis compared to total compensation for the same type of work done in the labor market of the private sector. All right, so at stage two we build back into the proposition a third supply and demand factor, but listen now and see what we do with that built-in factor, okay? The third part of the amendment then would be inserted on page 5, line 24, and in that part of the bill, that is where we are talking about the Commission's report and what it will contain. And the language I have in the amendment says this, it's two parts, and it is necessary to understand those two parts. First of all it says it is going to recommend the immediate correction of discriminating situations where and to the extent that the compensation paid male dominated classes has no rational basis when compared to the private sector. All right, so when you look at the comparison with the private sector, if it turns out that there is no rational basis for those male dominated classes, then you immediately correct that, right now, correct it. All right, then it goes on to part B and this is what is important for the proponents of the bill. It says that there will be a staged correction of inequitable classes where and to the extent that compensation paid to male dominated classes has a rational basis when you look at the private labor market. So it goes on to say, it goes on to say even if there is justification in the private labor market, we are going to correct the discrimination that exists, but we are going to do it at staged intervals and we are going to do it without the federal court. We are going to do it on our own schedule as we can afford it in accordance with the financial situation that may exist from time...from year to year in the next few years following, hopefully, the recommendation of this commission. So that is the compromise that I am proposing which is a very real compromise and which I hope you will adopt.

PRESIDENT: Under the Speaker's request we will suspend debate on this measure today to take care of the Governor's appearance before the Legislature. I have a...

CLERK: Mr. President, the Speaker would move that a committee of five be appointed to escort the Governor to the Chamber.